

Sustainability Policy

Siegwerk has set out to become a **circular and digital packaging solutions company**. This **strategic motif** in itself reflects the importance for Siegwerk to contribute positively and responsibly to society and the environment. To realize our strategic motif, Siegwerk has set key priorities for its business **strategy**, including: capture opportunities from circular economy and digitalization; optimize gross margin; increase efficiency and effectiveness in our core business; bring the best out of people; and make sustainability a driving force in everything we do. Further, this strategy upholds our commitment to preserve the long term independence and future success of our privately owned enterprise. Our **Siegwerk Values** guide our everyday actions.

To translate Siegwerk’s sustainable business strategy into tangible action, Siegwerk pursues **continuous improvement, compliance, and ambitious targets**. The continuous improvement activities are driven by the local organizations and are the back-bone of our sustainable business practices. The ambitious targets are managed through Siegwerk’s sustainable business program **HorizonNOW**. HorizonNOW is organized along 4 platforms and is monitored along **7 targets**. All targets are to be fulfilled by **2025**. New targets will be set in due time for the years to come. With our actions we have direct impact on six carefully chosen UN Sustainable Development Goals (SDG), identified by a materiality analysis.



6 UN SDG's Siegwerk directly contributes to achieving

Continuous improvement & compliance

Driving a successful sustainable business requires continuous improvement and compliance in every aspect at all times. Therefore we apply strict **Health, Safety, and Environmental (HSE) standards** in all of our sites whether located in highly industrialized or emerging economies. Whilst complying with all relevant legal, value chain partner and internal obligations, we strive for continuous improvement in all our HSE, product safety and responsibility, circularity and people activities.

1. Operations & Supply Chain

Reducing emissions from our own operations is key to address the negative effects we have on the environment. We do so by reducing energy consumption, improving energy efficiency through investments and smart operational choices for energy reduction (e.g. energy-efficient drives, light sensors, shipment of concentrates, etc.). Furthermore, we install our own renewable energy production such as solar power and source renewable energy from our energy suppliers. Remaining emissions can be addressed by responsible and well vetted off-setting. To maintain the highest standards we continuously reduce our waste, optimizing the use of water and prevent any accidental pollution of the environment through leakages or fires.

› By doing so we will **achieve carbon neutral scope 1 & 2 emissions globally**.

We have **responsibility** for the conditions prevalent at our **suppliers**. Therefore, we drive sustainable procurement practices by having all our suppliers committed to the 10 Principles of the UN Global Compact, which cover environmental, human rights and anti-bribery standards. We audit compliance and, where necessary, develop our suppliers to these standards until 2025.

- › **By doing so 100% of our suppliers will be committed to the principles of the UN Global Compact¹.**

2. Product safety and Responsibility

We provide full transparency internally and externally on the **environmental footprint** of our products covering carbon as well as other selected factors (e.g. land or water use). We do so with scientific diligence. Transparency is the basis for strategically reducing our product footprint, e.g. by switching suppliers, increasing bio-renewable content, or adapting formulations. It also provides our customers with the opportunity to make choices which contribute to fulfilling their carbon commitments.

- › **We provide product environmental footprint data for 100% of products.**

Consumer and product safety has historically been one of our key differentiators. Environmental compatibility of our products throughout their lifecycle is a complementary element. We guide our customers as well as the broader industry. As such we are consistently screening our raw materials base against newest scientific evidence and go beyond legal requirements where we see the need. Based on scientific evidence we decide on the way forward, including phasing out of critical substances or specific hazards. Siegwerk has and will continue to set industry standards such as the ban of Toluene in flexible packaging inks or the non-use of mineral-oil based inks.

With our Transparency Label and related activities for food packaging inks (including pharma and hygiene applications) we have set an unprecedented global standard in assuming responsibility within the supply chain and supporting our supply chain partners on their compliance work.

- › The above makes us **the trendsetter for safest inks and coatings by proactively improving our own products and setting new industry standards in consumer and environmental safety**

3. Circular Economy

A sustainable packaging industry necessarily needs to be circular. Inks & coatings are key to **enable circular packaging**. We phase out non-circular products (e.g. containing PVC). We invest and push products that are designed explicitly for circularity, broadening the solution space (e.g. barrier coatings for paper and mono-plastics). We increase the rate at which our existing portfolio is used in circular packaging. Finally, we address innovation gaps in circular value chains with new business models such as Packiro.

- › **By doing so 75% of all products or services sold will enable reducing, reusing, or recycling of packaging**

4. People and Communities

Safety and health of our employees is the utmost responsibility. To prevent any work-related injury or ill health of our employees or contingent workers, it is our obligation to provide safe and healthy working conditions. This is ensured through the performance of recurring risk assessments and thereby reducing or eliminating hazards and risks. These assessments are conducted together with affected employees and do not only focus on occupational safety but also on machine, plant, and fire safety.

¹ All recurring suppliers with a minimum of 100T€ purchasing value. Suppliers excluded have a negligible impact

We ensure the safety of our visitors and contractors through consistently following all applicable internal safety procedures.

› By doing so we will sustain a **Total Incident Rate (TIR) < 1.0**

We strive for diverse, inclusive and equitable communities both inside and outside of Siegwark. Generating community benefit, we support corporate social responsibility projects globally with both time and financial investment. **We see diverse and inclusive workplaces as a driver for success.** Increasing the **female representation** is a key component of this. In this context, we are reviewing and, where necessary, adapting our talent management and recruiting processes. We consider hidden bias in the ways we operate. We create transparency for those hiring and will strengthen important to women employer-value- propositions. Increasing female representation at all levels is a key leadership topic and thus the responsibility of each hiring manager.

› The above will contribute to **doubling female gender representation** at executive level.

Scope and Responsibilities

Implementing sustainability and this Policy applies to all Siegwark employees across all entities.

Our managers are responsible for the health and safety of their team members as well as for safe operations of the production sites while minimizing the environmental impact. Further, they assume responsibilities for creating and marketing of circular and safe product solutions. They act as positive role models. Managers are responsible not only for their own conduct but also for the conduct of their staff. Each manager must inform, ensure understanding and compliance, and allow training on this Policy and its relevant implementation.

To support Siegwark in driving sustainability forward, **key organizational units** were implemented and responsibilities assigned. The CEO has overall accountability for sustainability. The Sustainability Council has overall responsibility and ownership of the sustainable business strategy HorizonNOW. The Sustainability Office centrally coordinates and can be the first point of contact. Each platform is led by a "Platform Lead" who is responsible for breaking the 2025 targets down on an annual level and driving the implementation of the respective targets.

The Policy also applies by virtue of individual reference, to Siegwark's contractors, consultants, temporaries, and other workers at Siegwark, including all personnel affiliated with third parties.

This Policy cannot encompass every aspect of sustainability and is intended to be an overarching guidance document. Sub-policies can be applied on a topic or entity level where required. For all relevant sub policies on group level please contact the [Siegwerk Sustainability Office](#).

Our approach and organization around sustainability shows our full commitment to continuously reduce our negative impact and maximize our positive impact from planet to people. Siegwark is fully committed to our responsibilities for our owner, employees, neighbors and customers, and to the society and communities in which we operate.



Dr. Nicolas Wiedmann
CEO Siegwark

Appendix 1: Policy Review & Change History

In order to ensure the status and validity of the policy, a review will be carried out by the Sustainability Office . The review should be performed once a year or more frequently if changes in Siegwerk’s business and/or operations affect the content of this document.

Siegwerk Sustainability Policy		Version Number	2.0
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